

# 如果您的家庭成員為您工作，則您應該瞭解自己的責任義務

如果您的親屬（包括您的子女）為您工作，則他們必須被視為僱員，並像華盛頓州任何其他領薪僱員那樣享有同等權利。此項規定適用於您預期將在某個特定時間到您處工作的任何人士。對於那些在其家營農場工作者，有一些例外規定。可在網站上瀏覽適用於家營農場的詳細規定，網址是[www.Lni.wa.gov/Forms/pdf/213113a0.pdf](http://www.Lni.wa.gov/Forms/pdf/213113a0.pdf)。

## 作為家庭成員的僱主，您必須依照要求：

- 至少按最低工資標準向他們支付工資。可在網站上查看華盛頓州現行的最低工資標準，網址是[www.Lni.wa.gov/WorkplaceRights/Wages/Minimum](http://www.Lni.wa.gov/WorkplaceRights/Wages/Minimum)。
- 提供僱員補償保險。僱員補償保險用於向受傷僱員支付福利金，並確保僱員免於承擔因公受傷或因公患病而導致的潛在高額索償費用及責任賠償金。
- 為每四個工時提供一次10分鐘的付薪休息。
- 為每五個工時提供一次30分鐘的無薪吃飯時間。
- 確保僱員安全工作。
- 遵循州府關於童工的法律。
- 確保他們從事的工作適合其年齡特點。

## 您還需要瞭解的其他事項：

- 上述要求不包括分享企業所有權的家庭成員，或者在其家長擁有的農場工作且年齡不滿18歲的子女。
- 最低就業年齡限為14歲。

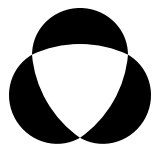
## 是否需要任何幫助或協助？

網站上載有相關資訊，網址是[www.Lni.wa.gov](http://www.Lni.wa.gov)。若需額外幫助，請致電勞工與工商保險服務部的當地辦事處，或者按以下電話號碼之一致電聯絡：

- 若對工資、工間休息或童工法律有任何疑問：[www.Lni.wa.gov/WorkplaceRights](http://www.Lni.wa.gov/WorkplaceRights)  
1-800-219-7321
- 若對僱員補償保險有任何疑問：[www.Lni.wa.gov/ClaimsIns](http://www.Lni.wa.gov/ClaimsIns)  
360-902-4817
- 若對工作場所安全與健康規則有任何疑問：[www.Lni.wa.gov/Safety](http://www.Lni.wa.gov/Safety)  
1-800-423-7233

上述所有電話專線均採用西班牙語和英語接聽電話。

對於講中文、韓文、俄文、泰國文、越南文或其他語言的人士，可提供口譯服務。



# If family members work for you, know your obligations

If you have relatives, including children, who work for you, they must be treated as employees with the same rights as any other paid worker in the state of Washington. This applies to anyone you expect to show up for work at a certain time. There are exceptions for those working on a farm owned by their family. See details on the family farm application at [www.Lni.wa.gov/Forms/pdf/213113a0.pdf](http://www.Lni.wa.gov/Forms/pdf/213113a0.pdf).

## As an employer of family members, you are required to:

- **Pay them at least minimum wage.** Find Washington State's current minimum wage at [www.Lni.wa.gov/WorkplaceRights/Wages/Minimum](http://www.Lni.wa.gov/WorkplaceRights/Wages/Minimum).
- **Provide workers' compensation insurance.** Workers' compensation insurance pays benefits to injured workers and also protects employers from potentially enormous claim costs and liability from work-related injuries and illnesses.
- **Provide a paid 10-minute break for every four hours of work.**
- **Provide an unpaid 30-minute meal break for every five hours of work.**
- **Make sure they work safely.**
- **Follow the state's child labor laws.**
- **Ensure that the work they do is appropriate to their age.**

## What else you should know:

- These requirements do not include family members who share ownership of a business, or children under the age of 18 who work on a farm owned by their parents.
- The minimum age for employment is 14 years.

## Need help or assistance?

Information is available at [www.Lni.wa.gov](http://www.Lni.wa.gov). For additional help, call your local Department of Labor & Industries office or one of these numbers:

- For questions on wages, breaks, or child labor laws: [www.Lni.wa.gov/WorkplaceRights](http://www.Lni.wa.gov/WorkplaceRights)  
1-800-219-7321
- For questions about workers' compensation insurance: [www.Lni.wa.gov/ClaimsIns](http://www.Lni.wa.gov/ClaimsIns)  
360-902-4817
- For questions about workplace safety and health requirements: [www.Lni.wa.gov/Safety](http://www.Lni.wa.gov/Safety)  
1-800-423-7233

## Spanish and English are spoken at all these numbers.

For those who speak Chinese, Korean, Russian, Thai, Vietnamese, or other languages, interpretative services are available.